

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

November 14, 2024

The Regents of the University of California met on the above date at the UCSF-Mission Bay Conference Center, San Francisco campus and by teleconference meeting conducted in accordance with California Government Code §§ 11133.

Members present: Regents Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Makarechian, Pérez, Reilly, Salazar, Sarris, and Sures

In attendance: Regents-designate Brooks, Komoto, and Wang, Faculty Representatives Cheung and Palazoglu, Staff Advisors Emiru and Frías, Secretary and Chief of Staff Lyall, General Counsel Robinson, Chief Compliance and Audit Officer Bustamante, Provost Newman, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Executive Vice President Rubin, Interim Senior Vice President Turner, Vice Presidents Brown and Kao, Chancellors Gillman, Hawgood, Larive, Lyons, May, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Li

The meeting convened at 8:40 a.m. with Chair Reilly presiding.

1. PUBLIC COMMENT

Chair Reilly stated that the University of California valued freedom of speech and viewed individual rights to free expression as key to the open discourse that is vital within higher education. The University sought to make room for all perspectives, and the upcoming public comment period would operate with these freedoms in mind, during which speakers would be given the opportunity to share their viewpoints. Given that some comments might elicit disagreement, the Board asked that all in attendance conduct themselves in a respectful manner that allows everyone an equal opportunity to express their opinions.

Chair Reilly explained that the public comment period permitted members of the public an opportunity to address University-related matters. The following persons addressed the Board concerning the items noted.

- A. Shachar-Lee Yaakovovitz, UC alumna and representative of StandWithUs, a Jewish advocacy group, asked the University to continue to recognize and value Jewish concerns. She thanked UC for prioritizing policies including Regents Policy 4408: Policy on Public and Discretionary Statements by Academic Units; the zero-tolerance policy on encampments; and time, place, and manner policies. She asked UC to exemplify an institution that promotes respectful and productive conversations among people with different backgrounds and life experiences.
- B. Amy Fujitani, UC Irvine delegate of the Council of UC Staff Assemblies (CUCSA), stated that her salary was nine percent below market rate and that disparities

between the salaries of non-represented and represented staff have deepened as the cost of living continues to rise. Unlike her mother, who retired after 29 years of service at UC, Ms. Fujitani had to decrease her retirement contribution due to the rising cost of health care and childcare. CUCSA urged that UC take a fair and equitable approach so that salary increases meaningfully address financial pressures and reflect the vital contributions that staff make to the University.

- C. Shir Diner, UC Irvine student and UC Trustee for Hillel International's Israel Leadership Network, thanked the Regents and President Drake for supporting initiatives to educate UC administration about antisemitism. Still, antisemitism and anti-Israel rhetoric had become normalized at UCI. She described a weeklong anti-Zionism event on campus featuring a wall with misinformation and indirect calls for violence against Jewish people. The next day, a Hezbollah and Hamas supporter was scheduled to speak at the center of campus. Ms. Diner asked that all forms of hate and intolerance be held to the same standards.
- D. Paige Mejia, UC Riverside CUCSA delegate with ten years of work experience at UC, stated that staff continued to face rising housing costs, healthcare costs, and living expenses. Ms. Mejia shared that she lived 60 miles from campus and worked a second job to supplement her income. CUCSA asked the Regents to support salary increases for non-represented staff that are consistent with those provided to represented staff.
- E. Nadra Lisha, Assistant Professor at UCSF, shared the statement of a friend, a Jewish patient who has received treatment at UCSF for more than three decades. The individual observed medical staff who were chanting antisemitic rhetoric on campus and needed a police escort, and stated that they severed ties with UCSF because Jewish patients should not be harassed on campus.
- F. Claire Baker, student at UC Law San Francisco, asked the Regents to divest from genocide, noting UC's past divestment from fossil fuel companies and apartheid in South Africa and Sudan. Ms. Baker stated that UC's \$32 billion in investments in support of Israel was funding genocide, ethnic cleansing, starvation, and torture.
- G. Gabriel Gaysinsky, UC Davis student, thanked President Drake and the Regents for UC's participation in Hillel International's Campus Climate Initiative and for the new zero-tolerance policy on encampments, noting the harassment, stalking, ostracism, and class disruption that members of the Jewish community experienced at UCD over the past year with antisemitic rhetoric similar to what was found in Europe. Mr. Gaysinsky attributed the Holocaust to the acceptance of antisemitic and white supremacist rhetoric by college administrators.
- H. Heidi Martinez, UCLA staff member and CUCSA delegate with 17 years of work experience at UC, stressed the importance of salary increases that were predictable, fair, and in line with what was given to represented staff. Housing costs near UC campuses and healthcare costs continued to rise, consuming a large portion of staff

income. Ms. Martinez moved 70 miles from campus and incurred increased fuel and parking costs. She called for pay increases that reflect staff's financial reality.

- I. Sarah Bacon, UC Santa Barbara graduate student and Student Advocate to the Regents (StAR), expressed concern about campus policing practices and inconsistent implementation of shared governance and community engagement requirements. She stated that plainclothes UC police officers were hiding in classrooms and taking photos of students at a peaceful rally. Ms. Bacon called for unity, trust, dialogue, and the free and open exchange of ideas.
- J. Lily Mitchell, UC Davis student, President of Aggies for Israel, and representative of Hillel International, stated that antisemitism and anti-Israel sentiment was seeping into classrooms and that Jewish students received death threats and faced harassment, prompting the need for protective housing. Jewish students advocated for the safe return of hostages and affirmed Israel's right to exist as a refuge for Jewish people.
- K. Or Zait-Givon, UC Santa Cruz student, thanked UC for dismantling encampments, sharing that he now felt much safer on campus. Now that pogroms from Europe were being justified on college campuses in the U.S., there was more work to be done to ensure the safety of students from all backgrounds and nationalities.
- L. James Scher, UC Santa Cruz student, spoke on behalf of the Jewish community and shared that controversial rhetoric was normalized this year. He asked UC to monitor such rhetoric so that it does not lead to violence.
- M. Yelena Guttman, UCSF postdoctoral researcher, described anti-Zionist graffiti and slogans at UCSF facilities and urged enforcement of existing anti-discrimination policies, and to ensure that UC healthcare facilities are safe for the Jewish and Israeli community.
- N. Dylan Kupsh, UCLA graduate student, described incidents related to the UCLA encampment and subsequent police actions. He alleged surveillance and harassment and criticized the University's response to student demands for divestment.
- O. Giancarlo Cugno, UC Riverside student, stated that the UCR School of Medicine imposed limitations on care and clinical hour opportunities at student-run outpatient clinics because of the actions of another organization.
- P. Kamel Awayda, UCSF student, stated that the vast majority of campus communities supported divestment from genocide, war, and occupation. He stated that UCSF betrayed its mission and physician declaration, and that UC's position was counter to that of the World Health Organization, the United Nations, and human rights organizations. Mr. Awayda called for divestment, a stop to repression, and the liberation of Palestine.

- Q. Habiba Geweifal, UC Berkeley student, called the Regents cowards who supported companies such as Lockheed Martin and Elbit Systems. She stated that UC attempted to silence students, workers, and over 16,000 alumni calling for divestment, and that students were no longer allowed to wear masks when protesting.
- R. Yousuf Abubakr, UC Berkeley student, stated that the Clinton administration ignored the Rwandan genocide in 1994 and that contractors from the United Arab Emirates were currently funding a genocide in Sudan. He noted the University's investment in weapons manufacturing and defense contractors, which upheld U.S. defense spending, asserting that these conflicted with higher education values.
- S. Jill Cozen Harel, UCSF staff member, UC Berkeley alumna, and rabbi, called for a system in which Jewish and Israeli patients, students, trainees, faculty, and staff felt safe. This could be achieved by explicitly stating that Jewish people and Israelis are welcome and enforcing existing policies about discrimination, hate, and political symbols. She stated that patients removed their Jewish faith from their medical records and were wary of providers with certain views, and that a researcher left the University due to antisemitism.
- T. Airielle Silva, UC Santa Cruz student and UCSC undergraduate Student Body President, shared the UCSC Department of Critical Race and Ethnic Studies Public Statement to Protect Campus Speech and Academic Freedom: "We publicly condemn the UC leadership's adoption of policies that criminalize our right to teach, write, and research the truth about Palestine. We publicly condemn directives that limit our rights to free speech and expression on behalf of Palestinian liberation with threats of censure or retaliation. We express our commitment to supporting and affirming students, staff, and faculty experiencing anti-Palestinian racism and Zionist suppression, policing, surveillance, badgering, and punitive assaults. We defend academic freedom without intimidation, censure, or reprisal. We call on the UC administration to cease their ongoing bullying, disciplining, and criminalization of campus activism for a free Palestine."
- U. Nir Hoftman, UCLA faculty member and member of the Jewish Faculty Resilience Group, stated that a panel at UCLA that included Mona Khoury, Vice President for Strategy and Diversity at the Hebrew University, was disrupted by masked protesters in violation of time, place, and manner (TPM) policies. He asked the Regents to compel UCLA to enforce its TPM policies.
- V. Jaden Penhaskashi, UCLA student of Persian Jewish background, urged consistent enforcement of the zero-tolerance policy regarding encampments and the policy adopted from the approval of item J2, *Adoption of Regents Policy on Public and Discretionary Statements by Academic Units*. He noted that, on the anniversary of the attack on October 7, protesters shouted in Arabic, "From the river to the sea, Palestine will be Arab."

- W. Harvey McKeon, representative for Nor Cal Carpenters Union, raised concerns about a construction bid for a UC Santa Cruz housing project and requested open dialogue.
- X. Julianne Lempert, UCLA student, called for annual funding for each Campus Advocacy, Resources, and Education (CARE) office and cited reductions in survivor support services. UCLA no longer had a prevention coordinator and had only four advocates for thousands of students.
- Y. Nareh Hamo, UCSC student, cited campus budget deficits, which meant basic needs services and resource centers were being cut. She asked why tuition increases were being discussed when funds could be taken from UC's investment portfolio. She asked UC to reevaluate its system and infrastructure before targeting its support system. Ms. Hamo called for liberation, divestment, and support for union workers.
- Z. Namrata Deepak, UCLA student and member of the UCLA Office of the External Vice President, addressed item G4, *Amendment of Regents Policy 4400: Policy on University of California Diversity Statement*, and asked the Regents to fund student-led access and retention programs. At UCLA, the Bruin Advocacy Grant has funded programs such as Black Bruin Welcome Week and Project Hope, a college tour for underrepresented high school students.
- AA. Javier Nuñez-Verdugo, UCLA Undergraduate Students Association External Vice President, addressed item B1, *UC Inspires: Connected – Lessons from the University of California Systemwide COVID-19 Response*. As a student with disabilities and long COVID, Nuñez-Verdugo urged the adoption of a respirator program at each campus and public health protections for students. Nuñez-Verdugo suggested working with students to ensure that public health is a priority and accounts for the diversity of the University community.

Chair Reilly thanked speakers for their comments.

2. **APPROVAL OF MINUTES OF PREVIOUS MEETING**

Upon motion duly made and seconded, the minutes of the meetings of September 18 and 19, 2024 were approved, Regents Beharry, Cohen, Drake, Elliott, Hernandez, Kounalakis, Makarechian, Pérez, Reilly, Salazar, and Sarris voting “aye.”¹

3. **REMARKS FROM STUDENT ASSOCIATIONS**

President Drake introduced UC Graduate and Professional Council (UCGPC) President Ryan Manriquez.

¹ Roll call vote required by the Bagley-Keene Open Meeting Act [Government Code §11123(b)(1)(D)] for all meetings held by teleconference.

Mr. Manriquez stated that the changing political landscape challenged the ability to secure and expand support for students from underserved backgrounds and called for a steadfast commitment to equity, accessibility, and inclusion. UCGPC would continue to partner with UC leadership and advocate for federal funding to remove barriers to education, especially for low-income, first-generation, and underrepresented students. UCGPC and UC could advocate for policies that ensure a brighter, more accessible future for all UC graduate students regardless of background or financial circumstance. Earlier this month, UCGPC hosted its annual Grad Summit for graduate students to discuss advocacy and campaign priorities. Mr. Manriquez thanked Interim Chancellor Hunt, Regent Beharry, and Regent-designate Brooks for speaking to students at the event. Three goals were set at Grad Summit: promoting an ethical investment portfolio and a commitment to invest in graduate education, supporting graduate student families, and mentorship. While the work of students benefited the University, state, and beyond, they faced significant debt and the cost of graduate education. In the pursuit of a debt-free UC education, UCGPC's proposed plan included collaborating with California legislators to dedicate funding. Graduate students needed a commitment from this Board to advocate for long-term, multi-year debt strategies that would reduce the reliance on loans for graduate education with more grant- and merit-based financial aid, as well as exploring tuition-free or reduced tuition programs. For example, loan forgiveness or tuition reduction could be expanded to high-need fields, helping both students and the state. Mr. Manriquez asked the Regents to join this commitment. Parents and caregiving students balanced their academic goals with the demands of family life, often without adequate support and resources. UCGPC was committed to expanding affordable, family-friendly housing options across UC campuses and proposed increasing on-campus housing units for families, introducing subsidies, and creating child-friendly spaces. By establishing dependent care grants, emergency funds, and flexible academic policies like parental leave and priority class scheduling, UC could also help alleviate the cost of childcare, dependent health care, and education for children. In recent months, UCGPC has been advocating for the continuation and strengthening of the Child Care Access Means Parents in Schools program. Mr. Manriquez stated that a more inclusive UC is a stronger UC.

President Drake introduced UC Student Association (UCSA) President Aditi Hariharan.

Ms. Hariharan stated that, last spring, many student governments passed resolutions to divest student fees and University dollars from genocide, ethnic cleansing, and harm inflicted on the Palestinian people and the Southwest Asian and North African region by Israel but faced barriers to making official statements and decisions about their budgets. Ms. Hariharan indicated the hypocrisy of claiming freedom of expression and the exchange of ideas while encroaching upon the rights of students. This only exacerbated campus climate concerns. Instead, the University has opposed calls for boycott and divestment and seemed to be imposing this stance on its constituents. For example, when UC Irvine's student government released a Palestinian solidarity statement last spring, the UCR Vice Chancellor for Student Affairs issued a letter stating that only the chancellor and the Regents could make decisions about University funding. This ignored UC's ability to adopt a position consistent with student needs and UC principles of community, as well as the Board history of divestment from Sudan, the Vietnam War, apartheid in South Africa, and

private prisons. Ms. Hariharan asked how chancellors, especially those who did not meet with students, feel comfortable making decisions about students' money without consulting them. The University was also suppressing student voices by banning student clubs such as Students for Justice in Palestine at the Irvine and Santa Cruz campuses, but similar action was not taken against organizations with pro-Israeli viewpoints. Students must be able to join and form clubs that operate with autonomy. One aspect of time, place, and manner (TPM) policies that has been strongly enforced has been identification checks, even of students who were not violating UC policy and sometimes by non-UC staff. Students were concerned that UC was enforcing TPM policies to quell protest while limiting more traditional forms of expression, such as student government resolutions. Ms. Hariharan asked where students are supposed to convene. Public comment periods, protests, encampments, teach-ins, and other actions have been policed. Students should be heard and included. Another compromise of student autonomy was the UCR School of Medicine's decision to shut down student-led free clinics and other health initiatives, which affected underserved communities and students seeking clinical experience. Ms. Hariharan called for the restoration of these free clinics and ensuring that these opportunities are available for future healthcare leaders. The increase in undergraduate Nonresident Supplemental Tuition would be greater than what was approved for the cohort tuition model. Rising tuition could deter highly qualified, diverse applicants outside of California. Ms. Hariharan concluded by reaffirming UCSA's and students' solidarity with members of the American Federation of State, County and Municipal Employees and University Professional and Technical Employees.

4. **UC INSPIRES: CONNECTED – LESSONS FROM THE UNIVERSITY OF CALIFORNIA SYSTEMWIDE COVID-19 RESPONSE**

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

President Drake recalled assuming his role as President of the University five months into the COVID-19 pandemic, during which time the University experienced much lower per-capita mortality than the general public. The UC community wore masks, maintained physical distance, and received vaccinations. Faculty reimaged the way they taught, students showed flexibility and resilience, staff worked tirelessly, and healthcare employees risked their lives to provide medical services. President Drake thanked former Executive Vice President Carrie L. Byington, who worked with him to navigate the pandemic's many challenges. She was now Clinical Professor of Pediatrics at UC San Diego and the primary author of this report.

Dr. Byington stated that, for this report, she sought to document all of the activities during the pandemic for the future. Lessons learned would serve UC well during the next public health emergency. Her presentation would focus on lessons of leadership, governance, financial accountability, exceptional outcomes, and the opportunities that still exist.

The first lesson was that leadership mattered. Dr. Byington expressed gratitude to the two Presidents who served during the pandemic. Then President Janet Napolitano was an

attorney and had previously led the U.S. Department of Homeland Security. She had taken seriously Dr. Byington's concern about a possible infectious disease emergency in China in January 2020, and work to prepare the UC system began immediately. As a clinician, President Drake immediately understood the infectious disease risk that the UC community was facing. With different leadership skills and styles, both Presidents embraced the same goals: 1) to protect the health and safety of UC patients, students, and employees; 2) to enable the continuation of UC's education, health, research, and public service mission; and 3) to maintain financial solvency. The response would be expensive, but health and safety were the most important. The University's actions were studied and emulated by many; UC provided leadership for the state and the nation. Quoting President Drake, Dr. Byington stated that overreaction was preferable to underreaction.

The second lesson pertained to governance. Dr. Byington noted the complexity of the UC system and the tension between central and local governance. At the beginning of this public health emergency, it became obvious the University needed a people-first framework that limited variation across the system. Outcomes could not differ based on the capacities and resources of a campus location. UC Health was tasked to develop evidence-based policies and support implementation. Some locations had never engaged in this work in the past or had no local experts. For example, the University of California Consensus Standards for Operations of Campus and Agricultural and Natural Resources had ten broad requirements for all locations, such as a connection to the local health department and the provision of non-pharmaceutical interventions and testing. In honor of local expertise, capacity, and values, there was respect for local implementation and flexibility in meeting requirements. Different approaches were tested, and best practices were developed and shared across the system. At UC San Diego, Associate Professor Natasha Martin modeled dormitory capacity and masking requirements in various locations on campus, and the results were implemented across the entire system. Before the pandemic, the Office of the President Management Response Team (UCOP MRT) was very effective for managing emergencies such as fires and earthquakes, which usually affected one location and were brief. The MRT also did not have representation from the health enterprise. In response, the UC Health Coordinating Committee (UCHCC) was created under the MRT and convened subject matter experts to analyze data and make a report and recommendations to the MRT that were circulated to the President, the chancellors, and the Regents. Dr. Byington recognized members of the MRT, who served on the MRT for 768 consecutive days while also maintaining their normal work. Systemwide expert groups, comprised of experts of national and international caliber, represented each location, campus Divisions of the Academic Senate, and staff in order for guidance to be accepted by each location. Dr. Byington opined that, although these groups were large, the guidance was better as a result. Expertise ranged from public health, infection prevention, and laboratory diagnostics to other areas such as bioethics. The report included guidance on the allocation of scarce resources under crisis standards of care. Guidance from UCHCC informed UC hospitals, campuses, locations, and the State. Many UC subject matter experts were also serving on State committees. During the first wave of the pandemic, California was considered vulnerable due to its location in the U.S., two international airports, and borders but had far fewer cases per 100,000 residents than other states due to science-based recommendations.

Dr. Byington reviewed financial lessons. UC spent or lost more than \$3.5 billion during the early phase of the pandemic, about \$1.2 billion in losses from the academic health centers and \$2.3 billion in losses across the ten campuses. UC provided more than 12.5 million hours of emergency paid sick leave for COVID-19 over three years valued at approximately \$500 million. Losses from the health side were urgent and high early in the pandemic but fell quickly once normal operations resumed. Losses on the academic side were initially lower but rose as UC returned to more in-person activities. Federal relief totaling \$1.69 billion was not evenly distributed; 82 percent of losses were recovered at health centers, but only 30 percent of losses were recovered on academic campuses.

There were many returns on investment in the pandemic response. All five UC Health medical centers were among the top ten academic medical centers with the lowest severity adjusted mortality in the U.S. The University's medical centers shared their knowledge across California as well as Mexico, New York City, and the Navajo nation. UC was also able to safely reopen college campuses to in-person activity in fall 2020 without outbreaks and becoming superspreaders into the surrounding communities. UC campuses were bubbles of safety across the state. Despite fears for the research enterprise at the time, UC investigators successfully directed resources and capacities to answer the most urgent questions related to the pandemic. National Institutes of Health (NIH) funding increased at each academic health location, and NIH rankings rose after the pandemic. Funding to academic health centers increased from \$1.6 billion to \$2 billion in total, and half of all COVID-19 research funding in the U.S. went to five institutions, one of which was UCLA. Prior to the pandemic, UC's lower annualized mortality rates compared with the rest of the state could be attributed to the nature of the work at UC, the University's emphasis on workplace safety, employee development and education, health benefits to all employees, paid time off and sick leave, and proximity to education, research, and health care. During the pandemic, UC had 17 excess deaths per 100,000, more than tenfold lower than the state's 178 excess deaths per 100,000 individuals. Dr. Byington emphasized that these were hard-fought and hard-won data, which were important for considering the role of the workplace in the health of a country without universal health care. She emphasized that working at UC saves many lives.

Regent Pérez recalled racialized differences in excess deaths and a high correlation with certain occupations, particularly Asian Americans in health care and Latino(a)s in agricultural work. He asked about the difference between healthcare workers at UC and in the rest of the state. He noted a higher proportion of UC workers who were allowed to work from home. The biggest increases in excess deaths occurred among members of general population who needed to work in place. Dr. Byington replied that these were questions that she and UCSF epidemiologist Yea-Hung Chen were investigating. UC healthcare workers were protected; there were no instances in which UC healthcare workers lacked personal protective equipment or faced crisis standards of care. Racialized differences among some UC employees were very modest and small compared with the rest of the state. Employment at UC was moderating impact for those communities. Dr. Byington identified the need for the ability to more automatically identify where people work and their type of work. In addition, 100,000 UC employees were frontline healthcare workers.

Dr. Byington stated that UC shared lessons learned with the California Department of Public Health (CDPH) and was now leaving the crisis stage and working on opportunities. She recommended data integration and aggregation across the system and making investments during non-emergency periods so that UC has unified and systemwide views, ensuring equivalency of outcomes, as well as developing UC's partnership with the State government. UC Health's and CDPH's health security partnership had a steering committee and a charter, and its first area of focus was H5N1. UC contributed medical expertise, health data, and research capacity. Dr. Byington concluded by quoting "Cold Solace," a poem by Anna Belle Kaufman.

Regent Beharry asked for insight into working with the federal government during the pandemic and recommendations for navigating a relationship with the Trump administration. Dr. Byington noted the fragmentation across federal agencies and organizations, and UC struggled with politicization. The University's constant advocacy influenced diagnostic policies, treatment guidelines, and the definition from the U.S. Centers for Disease Control and Prevention (CDC) of who received testing. There were situations in which UC took decisions that were contrary to what was being recommended. One must rely on expertise within the UC system, constantly advocate across federal agencies, and understand the science of how information is taken and behavior is changed.

Regent Chu recalled how the City of San Francisco leveraged expertise from UCSF and UC Berkeley in its response, guidance, and policies. She asked if there were lessons learned and best practices from the University's interactions with local jurisdictions. Dr. Byington stated that CDPH was comprised of some 58 local health departments. UC's model of enacting central policies and respect for local implementation could be a model for State versus local jurisdictions and for State versus CDC jurisdiction. Everyone had to learn to work better together, building and maintaining relationships when not in times of crisis.

Regent Chu recalled tension from the local government and the State about when and how much information was received and how the City of San Francisco had to rely on partners like UC for guidance. She emphasized the importance of the timeliness and completeness of information circulating to jurisdictions in the future. Dr. Byington stated that the capacity of the University has to be built into local and State pandemic preparedness plans. UC filled many gaps for public health with wastewater information, genomic sequencing, and available testing. Federal and State plans lacked an academic component, which needed to change.

President Drake recognized the faculty for continuing research despite hurdles. Campuses stayed open and students were able to graduate in very high numbers. Excess mortality in California was less than that of the nation, and UC's excess mortality was less than that. President Drake expressed appreciation for Dr. Byington's updates by the hour.

Chair Reilly added her thanks and marveled at the University's Herculean effort. UC had exactly the right leadership at the right time in Dr. Byington.

5. UNIVERSITY OF CALIFORNIA ANNUAL ACCOUNTABILITY REPORT

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

This item was deferred.

The Board recessed at 10:20 a.m.

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The Board reconvened at 1:10 p.m. with Chair Reilly presiding.

Members present: Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures

In attendance: Regents-designate Brooks, Komoto, and Wang, Faculty Representatives Cheung and Palazoglu, Staff Advisors Emiru and Frías, Secretary and Chief of Staff Lyall, General Counsel Robinson, Provost Newman, Executive Vice President and Chief Financial Officer Brostrom, Executive Vice President and Chief Operating Officer Nava, Executive Vice President Rubin, Interim Senior Vice President Turner, Vice Presidents Brown and Kao, Chancellors Hawgood, Larive, Lyons, Muñoz, Wilcox, and Yang, Interim Chancellor Hunt, and Recording Secretary Li

6. COMMITTEE REPORTS INCLUDING APPROVAL OF RECOMMENDATIONS FROM COMMITTEES

Chair Reilly stated that Chairs of Committees and Special Committees that met at this meeting and off-cycle would deliver reports on recommended actions and items discussed, providing an opportunity for Regents who did not attend a particular meeting to ask questions.

Report of the Academic and Student Affairs Committee

The Committee presented the following from its meeting of November 13, 2024:

A. *Designation of the Strathearn Ranch Reserve (San Benito County) into the University of California Natural Reserve System*

The Committee recommended that the Regents designate the Strathearn Ranch property as the 42nd component of the Natural Reserve System (UCNRS) to be administered by the UCNRS systemwide office and operated by UC Santa Cruz with a \$4 million to \$7 million gift that will be used to fund an endowment.

B. *Research Frontiers in Artificial Intelligence*

This item was not summarized.

C. ***Annual Accountability Sub-Report on Diversity: UC 2030 – Equity Is Excellence***

This item was not summarized.

D. ***Updates on Federal Financial Aid and Path to Debt-Free UC***

This item was not summarized.

Upon motion of Regent Leib, duly seconded, the recommendation of the Academic and Student Affairs Committee was approved, Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

Regent Pérez moved to approve the balance of the Committee Reports with the exception of the Report of the Finance and Capital Strategies Committee.

Upon motion of Regent Pérez, duly seconded, the balance of the Committee Reports was approved, Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

Report of the Compliance and Audit Committee

The Committee presented the following from its meeting of November 13, 2024:

A. ***Ethics, Compliance and Audit Services Annual Report 2023–24***

This item was not summarized.

B. ***Annual Report of External Auditors for the Year Ended June 30, 2024***

This item was not summarized.

Report of the Finance and Capital Strategies Committee

The Committee presented the following from its meeting of November 13, 2024:

A. ***Consent Agenda:***

(1) ***Bank Line Program: External Financing***

The Committee recommended that the President of the University be authorized to obtain, renew, extend, replace and utilize external financing for any University-related purpose through one or more bank lines or similar

instruments in an amount not to exceed \$1.5 billion in principal amount available.

(2) ***Rancho Bernardo Healthcare Center Medical Office Building, San Diego Campus: Design Following Adoption of a Mitigated Negative Declaration Pursuant to the California Environmental Quality Act***

The Committee recommended that, following review and consideration of the environmental consequences of the proposed Rancho Bernardo Healthcare Center Medical Office Building project, as required under the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:

- a. Adopt the Mitigated Negative Declaration for the Rancho Bernardo Healthcare Center Medical Office Building project.
- b. Adopt the Mitigation Monitoring and Reporting Program prepared for the project and make a condition of approval the implementation of all mitigation measures within the responsibility and jurisdiction of UC San Diego.
- c. Adopt the CEQA Findings for the Rancho Bernardo Healthcare Center Medical Office Building project.
- d. Approve the design of the Rancho Bernardo Healthcare Center Medical Office Building project, San Diego campus.

(3) ***La Jolla Medical Center Tower 2, San Diego Campus: Preliminary Plans Funding***

The Committee recommended that:

- a. The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended to include:

San Diego: La Jolla Medical Center Tower 2 – preliminary plans – \$110 million, to be funded from external financing.
- b. The President of the University be authorized to obtain external financing in an amount not to exceed \$110 million plus additional related financing costs to finance the La Jolla Medical Center Tower 2 project and declare that external financing may be used to reimburse prior expenditures. The President shall require that:

- i. As long as the debt is outstanding, the general revenues of UC San Diego Health shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
- ii. The general credit of the Regents shall not be pledged.
- iii. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.

(4) ***East Campus Student Housing, Santa Barbara Campus: Preliminary Plans Funding***

The Committee recommended that the Regents amend the 2024–25 Budget for Capital Improvements and the Capital Improvement Program to include the following project:

Santa Barbara: East Campus Student Housing – preliminary plans – \$16.49 million from campus funds.

(5) ***Central Utility Plant Modernization and Expansion Project, UC Davis Health, Sacramento Campus: Budget, Scope, External Financing, and Design Following Adoption of Findings Pursuant to the California Environmental Quality Act***

The Committee recommended that:

- a. The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Davis: Central Utility Plant Modernization and Expansion – preliminary plans for the entire project, and working drawings, construction, and equipment for the Advanced Work Phase – \$66 million to be funded from hospital reserves.

To: Davis: Central Utility Plant Modernization and Expansion – preliminary plans, working drawings, construction, and equipment – \$406 million to be funded from external financing.

- b. The scope of the Central Utility Plant Modernization and Expansion project be approved. The project involves constructing a 33,000-gross-square-foot annex to support hospital functions and critical utility equipment, including hydronic systems, emergency generators, and electrical switchgear. It will also add a new

Sacramento Municipal Utility District (SMUD) feed, extend and relocate utilities, and construct new roadways, traffic signals, and sidewalks. Additionally, a modular trailer will be installed to serve as the project's design and coordination office for the duration of the project.

- c. The President of the University be authorized to obtain external financing in an amount not to exceed \$406 million plus additional related financing costs to finance the Central Utility Plant Modernization and Expansion project and declare that external financing may be used to reimburse prior expenditures. The President shall require that:
 - i. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - ii. As long as the debt is outstanding, the general revenues of UC Davis Health shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
 - iii. The general credit of the Regents shall not be pledged.
 - iv. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.
- d. Following review and consideration of the environmental consequences of the Central Utility Plant Modernization and Expansion project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:
 - i. Adopt CEQA Findings for the Central Utility Plant Modernization and Expansion project, having considered the previously certified Central Utility Plant Expansion Final Environmental Impact Report (EIR).
 - ii. Make a condition of approval the implementation of applicable mitigation measures within the responsibility and jurisdiction of UC Davis as identified in the Mitigation

Monitoring and Reporting Program adopted in connection with the Central Utility Plant Expansion EIR.

- iii. Approve the design of the Central Utility Plant Modernization and Expansion project.

B. ***Cal Softball Field Renovation, Berkeley Campus: Amendment of Budget, External Financing, Scope, and Design Following Certification of an Environmental Impact Report Pursuant to the California Environmental Quality Act***

The Committee recommended that:

- (1) The 2023–24 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Berkeley: Levine-Fricke Softball Field Improvements – preliminary plans, working drawings, and construction – \$31.48 million, to be funded from campus (\$27,903,000) and gift funds (\$3,577,000).

To: Berkeley: Cal Softball Field Renovation Project – preliminary plans, working drawings, construction, and equipment – \$57.95 million, to be funded from campus funds (\$24,883,000), gift funds (\$3,577,000), and external financing supported by campus funds (\$29.49 million).

- (2) The scope of the Cal Softball Field Renovation project be approved. The project shall provide permanent spectator seats and concourse, a press box, competition-grade lights, restrooms, a public address system, expanded playing field dimensions to meet National Collegiate Athletic Association Division I standards, team locker rooms, improved training facilities, a ticket booth, an entry plaza, and circulation improvements along Centennial Drive.
- (3) The President of the University be authorized to obtain external financing in an amount not to exceed \$29.49 million plus additional related financing costs to finance the Cal Softball Field Renovation project and declare that external financing may be used to reimburse prior expenditures. The President shall require that:
 - a. Interest only, based on the amount drawn, shall be paid on the outstanding balance during the construction period.
 - b. As long as the debt is outstanding, the general revenues of the Berkeley campus shall be maintained in amounts sufficient to pay

the debt service and to meet the related requirements of the authorized financing.

- c. The general credit of the Regents shall not be pledged.
- d. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.

- (4) Following review and consideration of the environmental consequences of the Cal Softball Field Renovation project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:

- a. Certify the Environmental Impact Report for the Cal Softball Field Renovation project.
- b. Adopt the Mitigation Monitoring and Reporting Program for the Cal Softball Field Renovation project and make as a condition of approval the implementation of mitigation measures within the responsibility and jurisdiction of the Berkeley campus.
- c. Adopt the CEQA Findings and Statement of Overriding Considerations for the Cal Softball Field Renovation project.
- d. Approve the design of the Cal Softball Field Renovation project, Berkeley campus.

C. ***San Benito Student Housing, Santa Barbara Campus: Preliminary Plans Funding Amendment, Scope, Long Range Development Plan Amendment #7 and Design Following Consideration of an Addendum to the 2010 Long Range Development Plan Environmental Impact Report Pursuant to the California Environmental Quality Act***

The Committee recommended that:

- (1) The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Santa Barbara: San Benito Student Housing – preliminary plans – \$19.15 million to be funded from campus funds.

To: Santa Barbara: San Benito Student Housing – preliminary plans – \$32,076,000 to be funded from campus funds.

- (2) The scope of the San Benito Student Housing project be approved. The project shall provide approximately 718,900 gross square feet for approximately 2,238 beds for undergraduate students and resident professional staff in seven buildings ranging from two to eight stories. The project would also provide community amenities and a retail food market, restored Environmentally Sensitive Habitat Area, and improved bicycle and pedestrian connections to the UC Santa Barbara Main Campus. The scope includes removal of the foundations of the former Facilities Management yard.
- (3) Following review and consideration of the environmental consequences of the San Benito Student Housing project, as required by the California Environmental Quality Act (CEQA), including any written information addressing this item received by the Office of the Secretary and Chief of Staff to the Regents no less than 48 hours in advance of the beginning of the Regents meeting, testimony or written materials presented to the Regents during the scheduled public comment period, and the item presentation, the Regents:
 - a. Adopt the CEQA Findings for the San Benito Student Housing project, having considered both the 2010 Long Range Development Plan (LRDP) Environmental Impact Report (EIR) for the Santa Barbara Campus and Addendum No. 5 to the 2010 LRDP EIR for the San Benito Student Housing project.
 - b. Adopt as conditions of approval the implementation of applicable mitigation measures within the responsibility and jurisdiction of the Santa Barbara campus as identified in the Mitigation Monitoring and Reporting Program adopted in connection with the 2010 LRDP EIR.
 - c. Approve Amendment No. 7 to the 2010 Long Range Development Plan.
 - d. Approve the design of the San Benito Student Housing project.
 - e. Authorize the UC Santa Barbara Chancellor to amend the LRDP, if required, in response to comments received from the California Coastal Commission, provided that any changes: 1) preserve the fundamental planning principles and objectives of the previously adopted LRDP; 2) do not modify greater than 30,000 gross square feet of allocated building space; and 3) do not modify land use boundaries or designations greater than four acres, except for

changes required for additional environmental or coastal protections that may apply campuswide. Any associated changes to the project budget or scope that fall within the parameters in Regents Policy 8103, Policy on Capital Project Matters and/or Delegation of Authority 2629 on Capital Project Matters, including any conforming changes to the project's design, may be approved by the President or designee.

D. *University of California Consolidated Capital Report and 2024–30 Capital Financial Plan*

The Committee recommended that the University of California 2024–30 Capital Financial Plan be approved.

E. *University of California Financial Reports, 2024*

The Committee recommended that the Regents adopt the 2023–24 Annual Financial Reports for the University of California, the University of California Retirement System, and the five University of California Medical Centers.

F. *Annual Actuarial Valuations for the University of California Retirement Plan and Its Segments and for the 1991 University of California – Public Employees' Retirement System Voluntary Early Retirement Incentive Program*

This item was not summarized.

G. *Annual Actuarial Valuation of the University of California Retiree Health Benefit Program*

This item was not summarized.

H. *Report of Budget to Actual Expenditures for Fiscal Year 2023–24 for the Office of the President; and First Quarter Fiscal Year 2024–25 Results*

This item was not summarized.

Upon motion of Regent Cohen, duly seconded, the recommendations of the Finance and Capital Strategies Committee above were approved, Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

I. *Cogeneration Plant Equipment Replacement, Los Angeles Campus: Budget Amendment and External Financing*

The Committee recommended that:

- (1) The 2024–25 Budget for Capital Improvements and the Capital Improvement Program be amended as follows:

From: Los Angeles: Cogeneration Plant Equipment Replacement – preliminary plans, working drawings, and construction – \$62 million to be funded from campus funds.

To: Los Angeles: Cogeneration Plant Equipment Replacement – preliminary plans, working drawings, and construction – \$82.5 million to be funded by external financing.

- (2) The President of the University shall be authorized to approve external financing (Century Bonds 2012AD) in an amount not to exceed \$82.5 million, plus additional related financing costs to finance the Cogeneration Plant Equipment Replacement project and declare that external financing may be used to reimburse prior expenditures. The President shall require that:

- a. As long as the debt is outstanding, the general revenues of the Los Angeles campus shall be maintained in amounts sufficient to pay the debt service and to meet the related requirements of the authorized financing.
- b. The general credit of the Regents shall not be pledged.
- c. Any reimbursements will meet all requirements set forth in Treasury Regulations Section 1.150-2.

Regent Cohen reported that cost increases that were outside of the University’s control caused some frustration. A project that had commenced under delegated authority had come before the Regents as costs increased.

Regent Makarechian stated his view that it was not right for campuses to enter into a guaranteed maximum price contract and later seek augmentation from the Regents that was 33 percent above the guaranteed maximum price. He objected to the term “guaranteed maximum price contract” and expressed concern that this would set a bad precedent.

Upon motion of Regent Cohen, duly seconded, the recommendation of the Finance and Capital Strategies Committee of item I above was approved, Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye,” Regent Makarechian abstaining, and Regent Pérez voting “no.”

J. ***University of California 2025–26 Budget for Current Operations and State Request for Capital Projects***

The Committee recommended that the Regents approve the following items:

- (1) The amount shown in Display 1 for Nonresident Supplemental Tuition for incoming undergraduate nonresident students who first enroll at the University in the 2025–26 academic year.
- (2) The proposed budget plan shown in Attachment 1, *University of California 2025–26 Budget Plan for Current Operations*.
- (3) A request for one-time State funding of \$1.36 billion in 2025–26 for capital projects to support facilities renewal, enrollment growth, and clean energy.

Display 1: Proposed Increase to Undergraduate Nonresident Supplemental Tuition

NRST for 2024-25 Incoming Cohort	<i>Adjustment</i>	Proposed NRST for 2025-26 Incoming Cohort
\$34,200	\$3,402	\$37,602

Regent Cohen reported that time was set aside to review each campus' budget plans in anticipation of a potential State budget shortfall. The Nonresident Supplemental Tuition (NRST) proposal was a one-time increase affecting future students, outside of the normal cohort tuition approach. There was a commitment to monitor for unexpected changes in the demographic makeup of the incoming nonresident student body.

Regent Pérez expressed support for item and shared his own interpretation. This would create a new base for nonresident tuition for future cohorts.

Regent Kounalakis shared that she would abstain from voting on the item in recognition of her opposition to the increase in NRST. There was also a commitment to evaluate the market and other universities. Choosing where to matriculate was like any business decision. UC offered an extraordinary product but had to consider what students could afford.

Upon motion of Regent Cohen, duly seconded, the recommendation of the Finance and Capital Strategies Committee of item J above was approved, Regents Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Leib, Makarechian, Pérez, Reilly, Robinson, Salazar, Sarris, and Sures voting “aye,” Regent Hernandez voting “no,” and Regents Kounalakis and Rivas abstaining.

Report of the Governance Committee

The Committee presented the following from its meeting of November 13, 2024:

A. ***Approval of Appointment of and Compensation for Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President as Discussed in Closed Session***

The Committee recommended approval of the following items in connection with the appointment of and compensation for Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President:

- (1) Per policy, appointment of Meredith Turner as Senior Vice President – External Relations and Communications, Office of the President, at 100 percent time.
- (2) Per policy, an annual base salary of \$378,500.
- (3) Per policy, standard pension and health and welfare benefits and standard senior management benefits, including eligibility for Senior Manager Life Insurance and eligibility for Executive Salary Continuation for Disability after five consecutive years of Senior Management Group service.
- (4) Per policy, eligibility to participate in the UC Employee Housing Assistance Program, subject to all applicable program requirements.
- (5) Ms. Turner will comply with the Senior Management Group Outside Professional Activities (OPA) policy and reporting requirements.
- (6) This action will be effective November 14, 2024.

The compensation described above shall constitute the University's total commitment until modified by the Regents or President, as applicable under Regents policy, and shall supersede all previous oral and written commitments. Compensation recommendations and final actions will be released to the public as required in accordance with the standard procedures of the Board of Regents.

B. ***Biennial Report on Diversity in Campus and Systemwide Executive Searches***

This item was not summarized.

C. ***Amendment of Regents Policy 4400: Policy on University of California Diversity Statement***

The Committee recommended that the Regents amend Regents Policy 4400: Policy on University of California Diversity Statement, as shown in Attachment 2.

Upon motion of Regent Pérez, duly seconded, the recommendations of the Governance Committee were approved, Anguiano, Batchlor, Beharry, Chu, Cohen, Drake, Elliott, Hernandez, Kounalakis, Leib, Makarechian, Pérez, Reilly, Rivas, Robinson, Salazar, Sarris, and Sures voting “aye.”

Report of the Health Services Committee

The Committee presented the following from its meeting of November 12, 2024:

A. *Update from the Executive Vice President of UC Health*

This item was not summarized.

B. *Addressing Community Health Needs: Community Benefit Report and the Role of the Anchor Institution*

This item was not summarized.

C. *UCLA Health Medicare Advantage Plan Update*

This item was not summarized.

D. *Positioning the UC Davis School of Veterinary Medicine to Respond to Emerging Challenges across California*

This item was not summarized.

Report of the Investments Committee

The Committee presented the following from its meetings of November 12, 2024:

Review of First Quarter 2024–25 Fiscal Year Performance for UC Retirement, Endowment, and Working Capital Assets

This item was not summarized.

Report of the Public Engagement and Development Committee

The Committee presented the following from its meeting of November 13, 2024:

A. *Update from Interim Senior Vice President of External Relations and Communications*

This item was not summarized.

B. *Annual Report on Private Support*

This item was not summarized.

C. *Partnership in Advocacy: A Collaboration Between UC Student Association, UC Graduate and Professional Council, and UC State and Federal Government Relations*

This item was not summarized.

D. *Harvesting Excellence through Innovation: UC's Contributions to the Wine Industry, Past, Present, and Future*

This item was not summarized.

Report of the Special Committee on Athletics

The Committee presented the following from its meeting of November 13, 2024:

Campus Athletics Overview: UC Berkeley and UC Riverside

This item was not summarized.

7. **CAMPUS CLIMATE UPDATE**

[Background material was provided to Regents in advance of the meeting, and a copy is on file in the Office of the Secretary and Chief of Staff.]

Chair Reilly introduced the item, stating that it concerns incidents of antisemitism and anti-Muslim bias at UCLA following the Hamas attack on Israel on October 7, 2023 and the subsequent war in Gaza. In January, UCLA established the Task Force to Combat Antisemitism and Anti-Israeli Bias and the Task Force on Anti-Palestinian, Anti-Arab, and Anti-Muslim Racism. The task forces were charged with issuing recommendations for improved campus climate and fostering more collegial discourse using the Dialogue Across Difference model. In October, the Task Force to Combat Antisemitism and Anti-Israeli Bias released a report, findings, recommendations, and the results of a survey of Jewish and Israeli community members at UCLA. The Task Force on Anti-Palestinian, Anti-Arab, and Anti-Muslim Racism published two reports that documented instances of bias and violence directed at Palestinians, Muslims, Arabs, and others who expressed opposition to the war in Gaza. Each report raised deep concerns about the situation at UCLA. Chair Reilly noted that she would comment further on the anti-Muslim racism report when recommendations are released, expressed deep dismay about findings of the antisemitism and anti-Israel bias report, and affirmed the Regents' commitment to addressing the underlying issues and to defend the rights, health, and safety of all students, faculty, and staff. She thanked President Drake and Interim Chancellor Hunt for their efforts.

President Drake expressed profound disappointment over incidents of bigotry, intolerance, and intimidation on UC campuses and unequivocally condemned antisemitism, anti-Arab and anti-Islamic hate, and all forms of discrimination. He described the findings in the antisemitism and anti-Israel bias report as deeply troubling and indicated that the Office of the President (UCOP) and UCLA have taken steps to improve the campus environment and address issues identified in the report. Those steps included systemwide directives to standardize responses to expressive activities, creation of a Systemwide Office of Civil Rights to implement the UC Anti-Discrimination Policy consistently, and \$7 million to address antisemitism, Islamophobia, and other forms of bias, bigotry, and discrimination through more than 100 efforts across the system. These efforts were intended to ensure consistent, compassionate, and timely responses while continuing to support free speech and the right of all community members to express themselves within UC policies and procedures.

Regent Beharry expressed disappointment in the report from the Task Force on Anti-Palestinian, Anti-Arab, and Anti-Muslim Racism, observing that it differed in form and evidentiary detail from the antisemitism report. Regent Beharry asked if task forces were given criteria or asked to return for reevaluation. Interim Chancellor Hunt responded that neither task force was charged with producing reports, but rather recommendations based on their work and experiences, and that the intent was for campus administration and the community to consider and eventually implement actionable recommendations.

Regent Leib expressed shock and distress that Jewish members of the UCLA community do not feel safe almost 70 years after World War II. He expressed his own commitment and hoped others would do so as well to restore UC Campuses to safe places to learn and thrive. He commended the Task Force to Combat Antisemitism and Anti-Israeli Bias and Professor Stuart Gabriel for their comprehensive and detailed review, urged stronger enforcement of campus rules and improved reporting, training, and accountability, including faculty accountability under shared governance and the Faculty Code of Conduct. Regent Leib, President Drake, and Regent Pérez had visited the UCLA encampment, and he recalled witnessing all the antisemitic graffiti and the cleaning equipment needed to remove it. No group of students should ever feel threatened like this again. There was much freedom of speech on campuses, but encampments were not part of that.

Regent Kounalakis commended those who prepared the report, expressed concern about the scope of antisemitism observed on campus, and emphasized the need to protect minority rights and to reduce campus tensions through sustained effort. She recalled that, when she served as U.S. Ambassador to Hungary, she worked on behalf of the United States in combating antisemitism and Holocaust denial and came to understand the deep, historical roots of antisemitism. While there were reprehensible, unacceptable incidences of anti-Arab and anti-Islamic hate, the antisemitism that has broken through was very worrisome, and it would take much work to address this. Committing to the safety of students was paramount, and UC must continue to express its values to students: in a democracy, majority rules while respecting minority rights. UC must commit to working with students in order to dial down tensions and address the underlying problem.

Regent Sures commended Regent Beharry for his thoughtful and insightful review of the reports and Regent Leib for his remarks. He asked, after October 7, how many complaints UCLA received regarding antisemitism compared with complaints regarding anti-Islam or anti-Arab hate. Interim Chancellor Hunt replied that there were hundreds of complaints from both sides, which were immediately taken up by the UCLA Office of Diversity, Equity, and Inclusion. Investigations took time, and UCLA was also under investigation by the U.S. Congress and the U.S. Department of Education Office for Civil Rights. Multiple cases were being investigated.

Regent Sures asked if any faculty, staff, or students have received punishment as a result of these complaints. Interim Chancellor Hunt replied in the negative. To this date, there had been no punishment. UCLA had provided Congress with an update on various investigations about three weeks or one month ago. Some cases could take up to a year to resolve, which was part of why the campus was restructuring and planning to move its Civil Rights Office into its Compliance Office.

Regent Sarris referenced his personal family history and urged continued dialogue to ensure that no one's experiences are erased.

Faculty Representative Cheung stated that the Academic Senate shared sentiments about the disturbing findings of the report. He indicated that the Academic Senate's discipline processes are deliberate and protect due process rights. The Academic Senate was not interested in fossilized processes and policies and would review them with the Board. It would be both instructive and helpful if the administration, particularly Academic Affairs, explains to the Academic Senate the flow of UC's processes, how they interact with the Academic Senate, as well as the nature of the final disposition and acts. Dr. Cheung would welcome that opportunity, perhaps at the next Board meeting.

Regent Pérez expressed his condemnation of war, violence, and the loss of life, as well as his frustration with a pattern of "both-sides-ism" that does not pay adequate attention to the issues at hand. Too often, during discussions about the perniciousness of antisemitism on UC campuses, one was compelled to talk about something else. On October 8, 2023, Israel had not yet responded but calls to speak out against the terrorist attack on October 7 were met with a "both sides" approach. In his view, it was problematic to address expressions of hate, violence, and death in a way that denied the crisis of the moment. These issues should not be conflated, but rather addressed appropriately, seriously, and with the right focus. The two reports were substantively different, and each required a response, but the University must ensure that it does not continue to engage in activity that discounts certain forms of hate. Regent Pérez emphasized the perniciousness of antisemitism seen on UC campuses and in broader society that is unlike anything else today. UC should not treat this as an administrative exercise; rather, UC must ask how it should address in real time the moral challenges that were plaguing communities and tearing campuses apart.

Staff Advisor Frías observed that policies being discussed applied to a group of people, mainly students, who were in a different stage of life than most of those present at this

meeting. She believed the response should be focused on education, as well as disciplinary actions for more extreme cases, in order to guide young adults and show them where the boundaries were while expecting the best from them.

8. **REPORT OF MATERIALS MAILED BETWEEN MEETINGS**

Secretary and Chief of Staff Lyall reported that, on the dates indicated, the following were sent to the Regents or to Committees:

To the Regents of the University of California:

- A. From the Secretary and Chief of Staff to the Regents, *Summary of Communications, September 2024*. October 16, 2024.
- B. From the President of the University, *the University of California's Student Academic Preparation and Educational Partnerships (SAPEP) 2022–23 Annual Outcomes Report*. October 16, 2024.
- C. From the President of the University, a report regarding the University's response to the COVID-19 pandemic, "*Connected: Lessons from the UC Systemwide COVID-19 Response*." October 16, 2024.

To the Members of the Health Services Committee

- D. From the UC San Francisco Health Chief Executive Officer, an email regarding the appointment of a Chief Financial Officer for UCSF Health. September 23, 2024.
- E. From the President of the University, an email outlining the total compensation for Health Sciences Compensation Plan participants whose compensation exceeds the reporting threshold. October 16, 2024.
- F. From the President of the University, the *UC Health Fiscal Year 2023–2024 Report on Covered Affiliations*. October 24, 2024.

The meeting adjourned at 2:00 p.m.

Attest:

Secretary and Chief of Staff

University of California
2025-26 Budget Plan for Current Operations
(dollars in millions)

Attachment 1

2024-25 CORE FUNDS FOR CURRENT OPERATIONS

Total Core Funds (State General Funds, Student Tuition and Fees, and UC General Funds)

\$ 10,758.3

PROPOSED CHANGES IN EXPENDITURES

Sustaining Core Operations

Faculty compensation: policy-covered	\$	80.1
Faculty merit program	\$	36.0
Staff compensation: policy-covered	\$	69.5
Contractually committed compensation	\$	51.2
<i>Represented academic employees</i>	\$	36.9
<i>Represented staff employees</i>	\$	14.3
Retirement contributions	\$	19.4
Employee health benefits	\$	40.4
Retiree health benefits	\$	11.3
Non-salary price increases	\$	35.9
Subtotal	\$	343.7

Enrollment Growth

Compact: 2,044 CA undergrad, 625 grad*	\$	62.8
Subtotal	\$	62.8

Student Financial Aid

New enrollment (2,044 undergrad, 625 grad)	\$	14.2
Add'l 902 aid-eligible undergrads (NR swap)	\$	4.0
Tuition/Fee/NRST Adjustments	\$	83.5
Subtotal	\$	101.6

Additional High-Priority Investments

DDS-ASPIRE, PRIME-Rx, DVM-SERVE	\$	4.3
Subtotal	\$	4.3

EXPENDITURES TOTAL **\$ 512.5**

PROPOSED CHANGES IN REVENUE / RESOURCES

Alternative Revenue Sources

Procurement savings	\$	9.0
Asset management	\$	20.0
Nonresident enrollment growth (200), net	\$	4.2
Subtotal	\$	33.2

State General Funds

5% Base Budget Adjustment	\$	242.8
Convert 902 nonresident to resident slots	\$	32.9
<i>Offset lost nonresident tuition revenue</i>	\$	28.9
<i>Aid for add'l 902 eligible undergrads</i>	\$	4.0
DDS-ASPIRE, PRIME-Rx, DVM-SERVE	\$	4.3
Subtotal	\$	280.1

Tuition and Fees

<i>For campus operations</i>		
Enrollment growth (net of aid)	\$	31.1
Nonresident tuition reduction from swap	\$	(28.9)
Tuition/Fee Adjustment (net of aid)	\$	83.3
Nonresident tuition adjustment (net of aid)	\$	58.1
<i>For student financial aid</i>		
From enrollment growth	\$	14.2
From Tuition/Fee/NRST adjustments	\$	83.5
Subtotal	\$	241.2

REVENUE / RESOURCES TOTAL **\$ 554.5**

Add'l cost savings/revenues required with proposed \$271M State reduction	\$ 504.7
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ADDITIONAL REQUEST FOR ONE-TIME STATE FUNDS

Capital Support for Facilities Renewal, Enrollment Growth, and Clean Energy Projects **\$ 1,360.0**

Figures may not sum to totals due to rounding.

* Does not include additional CA undergraduate growth beyond the level in the Compact, which would be funded from the University's 2024-25 State appropriation together with students' tuition and fees.

Additions shown by underline; deletions shown by ~~strikethrough~~

Regents Policy 4400: Policy on University of California Diversity Statement

Adopted September 20, 2007

Amended September 16, 2010

RECOMMENDED TO THE UNIVERSITY OF CALIFORNIA BY THE ACADEMIC SENATE OF THE UNIVERSITY OF CALIFORNIA

Adopted by the Assembly of the Academic Senate May 10, 2006

Endorsed by the President of the University of California June 30, 2006

Adopted as Amended by the Assembly of the Academic Senate April 22, 2009

Endorsed as Amended by the President of the University of California August 17, 2010

The diversity of the people of California has been the source of innovative ideas and creative accomplishments throughout the state's history into the present. Diversity – a defining feature of California's past, present, and future – refers to the variety of personal experiences, values, and worldviews that arise from differences of culture and circumstance. Such differences include race, ethnicity, gender, age, religion, language, ~~abilities/disabilities~~ disability, sexual orientation, gender identity, socioeconomic status, and geographic region, and more.

Because the core mission of the University of California is to serve the interests of the State of California, it must seek to achieve diversity, inclusion, and accessibility among its student bodies and ~~among~~ its employees. The State of California has a compelling interest in making sure that people from all backgrounds perceive that access to the University is possible for talented students, staff, and faculty from all groups. The knowledge that the University of California is open to qualified students from all groups, and thus serves all parts of the community equitably, helps sustain the social fabric of the State.

Diversity should also be integral to the University's achievement of excellence. Diversity can enhance the ability of the University to accomplish its academic mission. Diversity aims to broaden and deepen both the educational experience and the scholarly environment, as students and faculty learn to interact effectively with each other, preparing them to participate in an increasingly complex and pluralistic society. Ideas, and practices based on those ideas, can be made richer by the process of being born and nurtured in a diverse community. The pluralistic university can model a process of proposing and testing ideas through respectful, civil communication. Educational excellence that truly incorporates diversity thus can promote mutual respect and make possible the full, effective use of the talents and abilities of all to foster innovation and train future leadership.

Therefore, the University of California renews its commitment to the full realization of its historic promise to recognize and nurture merit, talent, and achievement by supporting diversity, accessibility, and equal opportunity in its education, services, and administration, as well as research and creative activity. The University particularly acknowledges the acute need to remove barriers to the recruitment, retention, and advancement of talented students, faculty, and staff from historically excluded populations who are currently underrepresented.